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ABSTRACT

Data indicate the growth trends that have taken place in the past 5.5 years in the number of university administrators, faculty members, and full-time students in the California State University at Long Beach campus. The greatest percentage of growth during the 5.5-year study took place in the university administration. The percentage increase in university administration positions (53 percent) is 16.5 times that of the percentage of increase in faculty positions (3.2 percent) during the past 5.5 years, and is nearly three times the percentage increase in student full-time enrollment (18 percent). The percentage of increase in student full-time enrollment is approximately 5.5 times that of the increase in faculty positions (3.2 percent). (Author/KE)

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ED125422

COMPARISON OF THE GROWTH OF CSULB UNIVERSITY ADMINISTRATION, FACULTY, AND STUDENTS BETWEEN ACADEMIC YEAR 1969-70 AND FALL SEMESTER 1975

	1969-70 - President D. Simonsen	1970 - Fall 1975 - President S. Horn		
	1969-70 Academic Year	Fall 1975	Percentage of Change Increase	Decrease
Student Enrollment (FTE)	18923.6 (Fall)	22325.8 (Fall)	+ 18.0%	
University Administration	83 *	127 *	+ 53.0%	
Total Faculty Positions (including sabbatical and substitute faculty)	1136.0	1172.8	+ 3.2%	
Positions Used for Full-time Faculty	1057.0	956.0		-9.6%
Positions Used for Other Purposes **	79.0	216.8	+174.4%	

**These instructional positions, which were used for Part-time Faculty, or for Graduate Assistants, or to meet salary savings commitments, were determined by subtracting the Full-time Faculty from the total Faculty positions. It was found that there were 695 Part-time Faculty members at CSULB in the Fall Semester, 1975.

*1969-70: 2 funded by University Union

*Fall 1975: 3 fun[illegible] from Foundation funds
2 fund[illegible] from University Union
3 funded from Summer Sessions

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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INTRODUCTION

Many requests have been made over the last several months by CSULB employees asking that the Academic Senate Office undertake a study of the comparable growth of the University administration, faculty, and students at CSULB during the past several years. These requests were discussed by the Rules Committee of the Academic Senate and it was decided to initiate a preliminary study to determine what data was available, what trends have developed and what significant differences existed (if any) between the growth rates of the University administration, the faculty, and the students at the University. The decision was also made to select the 1969-70 academic year (the year in which Donald H. Simonsen was college president) and the Fall semester of 1975 (the last semester for which complete data on the three campus populations was available) as the terminal date for the study. The period of time covered by the study would be the five and one-half years of the administration of the current University president, Stephen Horn.

PROCEDURES USED

A search was initiated using the sources of information available to the Academic Senate for the data relevant to a comparison of the three campus populations for the years covered in the study. (See "Sources of Information" listed in another section of this report.) An attempt was made to cross-validate all data gathered and all mathematical computations were re-checked for accuracy.

Limitations

In order to be able to report complete, accurate and comparable data, the following limitations were incorporated into the study:

1. There was no attempt to compare the growth of school-level and department-level administrators (with the exception of school deans, associate deans, and administrative assistants) during the past five and one-half years, because department chairpersons, coordinators and directors below the level of associate dean often perform instructional duties as well as supervisory functions. Their work-load ratios are constantly changing and are not always compatible with unit-load allocations.

2. There was no attempt to determine the growth factor in the number of clerical/technical support positions created as a result of increases in University administrative positions because of the difficulty of locating, validating and classifying such positions in relationship to official job titles, the actual office assignments, and the duties performed.

Problems in Gathering Data

There were two major problems encountered in gathering comparable data for this study:

1. The problem of determining which job titles, classifications, and duties constitute "University administration."

   This problem was met by using the actual positions that were listed as "Central Administration" in the current (1975) update of the CSULB Administrative Handbook, published by the office of Vice President for Administration and Staff Coordination. Added to this list were the assistants, administrative assistants and directors that were listed in the University Telephone Directory of 1975 as being assigned to the "Central Administration" positions listed by the office of Vice President for Administration and Staff Coordination.

We have chosen as our definition of University Administration that which was given to the Rules Committee by Vice President Gray: "Those positions that are administrative in nature and that are committed to all-University services." As stated above, for the purpose of this study, we have added those assistants, administrative assistants, and directors who are attached to the University Administrative offices.

In order to provide a more understandable comparison of University administration personnel for 1969-70 and Fall 1975 and a more efficient method of identifying, classifying and verifying University administrative positions and personnel, a visual listing of all University administrators was prepared. (See attachment.) The positions for both 1969-70 and Fall 1975 were arranged as closely as possible to the format used in the listing of central administration in the current update of the CSULB Administrative Handbook.

2. A change in budget reporting format in the 1970-71 academic year.

This change created difficulties in comparing 1969-70 data on University administrative and faculty positions with data for Fall 1975. The problem was solved with the assistance of University Budget Office personnel who were able to transpose 1969-70 data to the Fall 1975 budget reporting format.

SOURCES OF INFORMATION

The following sources of information were used in gathering data for this report:

Administrative Handbook (current issue)
All-College Telephone Directory, 1969-70
CSCLB General Bulletin, 1970-71
CSULB Undergraduate Bulletin, May 1, 1975
University Budget Office
University Telephone Directory, November 1975
Meetings with Representatives of University Administration

PERCENTAGE OF GROWTH IN THE CSULB STUDENT BODY, 1969-70 TO AND INCLUDING THE FALL SEMESTER 1975: 18%

The student body at CSULB, in full-time equivalents (FTE), increased from 18923.6 FTE in Fall 1969 to 22325.8 FTE in the Fall semester 1975. This represents a growth of 3402.2 FTE, or a total increase of 18% in the number of students taking a total of 15 units of courses per semester at CSULB.

PERCENTAGE OF GROWTH IN THE UNIVERSITY ADMINISTRATION, 1969-70 TO AND INCLUDING THE FALL SEMESTER 1975: 53%

The positions and personnel listed as "University administration" in this report are the same as those listed as "central administration" in the current CSULB Administrative Handbook issued by the Office of the Vice President for Administration and Staff Coordination and the parallel positions and personnel listed in the CSCLB All-College Telephone Directory of 1969-70. To these lists were added the various assistants, administrative assistants and directors who were so classified in the 1969-70 All-College Telephone Directory and the University Telephone Directory of November 1975, and were assigned to University administrative offices.

The University administration for 1969-70 totaled 83, while the University administration for Fall 1975 totaled 127, which represents an increase of 44 positions (a 53% increase) in CSULB University administration during the past five and one-half years.

While gathering, evaluating and reporting the data included in this study, the Rules Committee was aware of the many categories, combinations of assignments and job descriptions, funding arrangements, formulae and justifications used in hiring and classifying University administrative personnel. There was no attempt made to evaluate the causes, or to analyze the implications of the increase in University administrative positions, or to make a judgment on what percentage of increase would be appropriate or proper. The only data reported for this campus population, as in the case of the other two campus populations, are the totals for the beginning and ending periods of time, the difference between the two totals, and the percentage of difference.

PERCENTAGE OF GROWTH IN THE UNIVERSITY FACULTY, 1969-70 TO AND INCLUDING THE FALL SEMESTER 1975:

A comparison of faculty growth during the current University administration was made on three bases: (1) faculty positions, (2) full-time faculty, and (3) other instructional faculty positions.

Faculty Positions: 3.2% Increase

A comparison of the difference between 1136.0 faculty positions in 1969-70 and 1172.8 faculty positions for Fall 1975, shows an increase of 36.8 (a 3.2% increase) in faculty positions over the past five and one-half years.

Full-time Faculty (individuals): 9.6% Decrease

A comparison of the number of full-time faculty members teaching during the 1969-70 academic year with the number of full-time faculty members teaching during the Fall 1975 semester shows a 9.6% decrease. There were 1057 full-time faculty members teaching in 1969-70 and 956 full-time faculty members teaching in the Fall of 1975 - a loss of 101 in the full-time faculty personnel.

Other Instructional Faculty Positions (used for part-time faculty, graduate assistants, or salary savings): 174.4% Increase

The number of instructional faculty positions that were used for part-time faculty, graduate assistants, or salary savings increased from 79 to 216.8 positions. This represents an increase of 174.4%. It was not possible to determine what proportion of these positions was used for each of the above purposes.

CONCLUSIONS

There was no attempt made in this study to evaluate or criticize the percentage of growth reported for the three campus populations included in the study or to make value judgments on what ratios or percentages of growth should be proper for any of these segments.

Although the data included in this study is intended only as an indication of growth trends that have taken place in the past five and one-half years in the numbers of University administrators, faculty members, and FTE students on the CSULB campus, a comparison of these growth trends is appropriate. A review of the data found in this report clearly indicates that the greatest percentage of growth during the past five and one-half years has taken place in the University administration at CSULB. The percentage of increase in University administration positions (53%) is 16½ times that of the percentage of increase in faculty positions (3.2%) during the past five and one-half years, and is nearly three times the percentage increase in student FTE (18%). The percentage of increase in student FTE (18%) is approximately five and one-half times that of the increase in faculty positions (3.2%).

The high percentage of growth rate indicated in this report for the CSULB administration, in comparison with the moderate percentage of growth rate in student FTE and the low percentage of growth rate in faculty positions (a decrease was noted in full-time faculty), deserves careful study to determine what factors have created the growth patterns. This suggestion is not stated as a recommendation because, although such a study would be relevant and interesting, it would require the expenditure of much time, effort, and money in the evaluation of subjective data.

RECOMMENDATIONS:

1. A study should be done of the comparable increases in the administrative costs and the instructional costs at CSULB during the present University administration. This should be done by a committee consisting of faculty members from the Academic Senate and the Directors of Accounting and Budget.

2. A copy of this Report of Comparative Growth, CSULB, should be sent to other CSUC Academic Senate and Council Offices, with the request that a parallel study be done at their respective institutions in order to determine if a similar trend in growth rates has taken place in their institutions and to what degree their growth rates during the same period of time parallel that of CSULB.

Additional Recommendations Approved 3/25/76 (see Item #6, these Minutes):

3. That the Rules Committee be authorized to send this Report of the Study of Comparative Growth, CSULB, to other appropriate persons and agencies.

4. That a copy of the Comparative Growth Study be sent to the Statewide Academic Senate with a request that a parallel study be made of the Chancellor's Office.

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Attachment: GROWTH CHART, UNIVERSITY ADMINISTRATION

UNIVERSITY ADMINISTRATION - 1975-76 ACADEMIC YEAR

President of the University. . . . . .Horn
Executive Asst. to Pres. . . . . .Mayman
Special Asst. to Pres. . . . . .Still

Executive Vice Pres. - Fndn.. . . . . .Gill
Admin. Asst. . . . . .Taylor
Director, Univ. Relations . . . . . .Murray
Director, Alumni Programs. . . . . .Opalka
University Art Director. . . . . .Redick
Director, Information & Publications. . .Breunig
Assoc. Director " " " . . .Albrecht

Executive Dean, Planning. . . . . .Tyndall
Assoc. Director, Planning. . . . . .Butler
Assoc. Director, Planning. . . . . .Lee
Assoc. Administrative Analyst. . . . .Wong
Director, Academic Planning. . . . . .Davis
Director, Institutional Studies. . . .Littrell

Vice Pres. for Academic Affairs . . . . .Goodman-Malamuth
Administrative Assistant . . . . . .Nevin
Administrative Assistant . . . . . .Mack
Associate Vice Pres., Acad.Affairs. . .Cooper
Administrative Assistant . . . . . .Orman
Affirmative Action Officer . . . . . .Reed
Associate Vice Pres., Acad. Affairs . .Boutelle

University Librarian. . . . . .Boorkman
Associate Director, Library . . . . .Kramer
Assistant Librarian . . . . . .Cook
Director Learning Resources . . . . . .Rheinish
Administrative Assistant. . . . . .Bigelow
Coordinator, Instructional TV . . . .Baker
Coordinator, Learning Assistance. . .Christ
Relations with Schools Officer. . . . .Heck
Coordinator of Scheduling . . . . . .Tally
Director, Faculty Development . . . . .Whitcomb

UNIVERSITY ADMINISTRATION - 1969-70 ACADEMIC YEAR

President of the College (acting). . . . . .Simonsen
Admin. Asst. to Pres. . . . . .Moloney

Coordinator, Alumni Relations . . . . . .Murray

Director, Information & Publications. . .Wells
Asst. Director, " " " . . .Parks

Dean, Academic Planning . . . . . .Towner
Academic Planner . . . . . .Resch
Academic Planner . . . . . .Simon

Associate Dean, Instruction. . . . . .Davis
Director, Institutional Studies. . . .Littrell

Academic Vice President . . . . . .Goodman-Malamuth
Administrative Assistant . . . . . .Boroff

Director, Special Programs . . . . . .Kluss

College Librarian. . . . . .Boorkman
Assistant College Librarian. . . . . .Becker

Coordinator, Audio Visual Services . . .Cockrum

Coordinator, Instructional TV. . . . . .Baker

Academic Planner (Scheduling). . . . .Tally

Attachment

1975-76

Vice President for Academic Affairs (continued)

Dean, Graduate Studies & Research. . . .Yee
Administrative Assistant. . . . . .Heckrotte
Director of Research. . . . . .Mayfield
Dean, Summer Session, Continuing Ed. . .Peck
Administrative Assistant. . . . . .Tubbs
Director of Continuing Ed.. . . . . .Ludwig
Administrative Assistant. . . . . .Berner
Director, Health/Manpower Ed. . . . .Tumelty
Administrative Assistant. . . . . .Smith
Director, Week-end College. . . . . .Amenta
Director, Public Policy & Admin.. . .Powell

Dean, Applied Arts & Sciences. . . . . .Dean
Dean, Business Administration. . . . . .Bowman
Dean, Education. . . . . .Nelson
Dean, Engineering. . . . . .Potter
Dean, Fine Arts. . . . . .Bravar
Dean, Letters. . . . . .Wilde
Dean, Natural Sciences . . . . . .Bauer

Associate Deans, Schools - 10; 5 Admin. Assts.

Vice President for Administration. . . . . .Gray
Administrative Assistant. . . . . .Lloyd
Administrative Analyst. . . . . .Bass
Director, Public Safety . . . . . .Brick
Assistant Director, Public Safety .Bragg
Supervisor, Admin. Services . . . .Riddick
Parking Administrator . . . . . .Mullin

Director, Plant Operations. . . . . .Yela
Admin. Asst., Plant Operations. . .Pass
Director, ADP . . . . . .Tom
Director, Staff Personnel . . . . . .Long
Assoc. Director, Staff Personnel. .Davis
Asst. " " " . .Robinson
Director, Financial Aid . . . . . .Beres
Admin. Asst., Financial Aid . . . .Windsor
Assoc. Director, " " . . . .Washington
Work Study Coordinator. . . . . .Proulx
Director Physical Planning. . . . . .Regnier
Building Coordinator. . . . . .Androff

1969-70

Academic Vice President (continued)

Dean, Graduate Studies. . . . . .Melom

Director of Research . . . . . .Mayfield
Dean, Summer Session & Extension. . . .Peck

Dean, Applied Arts & Sciences . . . . .Dean
Dean, Business Administration . . . . .Prell
Dean, Education . . . . . .Weiss
Dean, Engineering . . . . . .Potter
Dean, Fine Arts . . . . . .Tyndall
Dean, Letters & Science . . . . . .Cox

2 Admin. Assts.
Associate Deans, Schools - 7; Assistant Deans - 2

Administrative Vice President. . . . . .Gray
Administrative Assistant . . . . . .Eyer
Chief, Campus Police. . . . . .Chandler

Chief, Plant Operations. . . . . Stapp

Manager, ADP . . . . . Hanks
Personnel Officer. . . . . Baars
Assistant Personnel Officer. . . . . Davis
" " " . . . . . Robinson
Financial Aid Director . . . . . Tisdale

Work Study Coordinator . . . . . Currie
Executive Dean, Development. . . . . Flynn
Building Coordinator . . . . . Androff
Building Program Technician. . . . . Butler

Attachmemt

1975-76

Vice President for Administration (continued)

Associate Dean, Admissions. . . . . .Kreutner
Assistant to Assoc. Dean, Admissions .Revers
Admissions Officer . . . . . .LaDue
Registrar. . . . . .Haney
Assistant Registrar. . . . . .Campbell
Assistant Registrar. . . . . .Tarrant

Executive - Student Affairs . . . . . .Shainline
Administrative Assistant . . . . . .Clyde, J.
Associate Dean, Student Affairs . . . . .Harris
Assistant, Judicial Affairs. . . . . .Katz
Associate Dean, Student Affairs . . . . .Farber
Director, University Union . . . . . .Martin
Associate Director, Univ. Union. . .Page
Associate Dean, Student Activities. . . .Goddard

Director, EPIC . . . . . .Schaffer
Director, Veterans Affairs . . . . . .Noffke
Director, Upward Bound . . . . . .Ratliffe
Administrative Assistant (EPIC). . .Leavell
Associate Dean, Career Planning . . . . .Babbush
Associate Dean, Counseling. . . . . .Weisbrod
Chief Test Officer . . . . . .Abbott
Assistant Test Officer. . . . . .Contey
Director, Health Center. . . . . .Martinson
Administrative Assistant . . . . . .Gawley
Associate Dean, Housing . . . . . .Bowman
Associate Director, Housing. . . . .Parker
Associate Director, Housing. . . . .Little
Director, Intercollegiate Athletics. .Moore
Director, International Students . . .Lindquist
Associate Director, " ". . . . .Johnson

Director, Student Development. . . . .Nishio

1969-70

Administrative Vice President (continued)

Dean, Instructional Services. . . . . .McClelland
Associate Dean, Admissions . . . . . .Bergland

Admissions Officer . . . . . .LaDue
Registrar. . . . . .Haney

Dean of Students . . . . . .Shainline
Assistant to Dean of Students. . . . .Clyde, R.
Assistant Dean of Students. . . . . .Harris
Administrative Assistant . . . . . .Johnson

Director, College Union . . . . . .Noffke
Assistant Director, College Union. . .Page
Associate Dean, Student Affairs . . . . .Swanson

Director, Career Planning . . . . . .Babbush
Associate Dean, Counseling. . . . . .Weisbrod
Test Officer . . . . . Abbott
Asst. Test Officer . . . . . Wejola
Director, Health Center . . . . . .Martinson

Director, Housing . . . . . .Bowman
Housing Manager. . . . . .Little

Director of Athletics . . . . . .Wuesthoff
Coordinator, International Programs . . .Rutherford
Assoc. Director, ". . . . " . . . . .Johnson
Foreign Student Advisor. . . . . .Lindquist
Director, EOP . . . . . .Clark

Attachment

1975-76

Business Manager. . . . . .Suguitan
Assistant to Business Manager. . . . .Ball
Administrative Assistant . . . . . .Tuttle
Controller. . . . . .Hackney

Director of Budget. . . . . .Koluvek
Associate Budget Director. . . . . .Charmack
Director of Support Services. . . . . .Goydos
Director of Purchasing. . . . . .Kruger
Director of Accounting. . . . . .Kolano
Director of Payroll . . . . . .Chrisman
Business Mgr., Associated Students. . . .Lakes

1969-70

Business Manager. . . . . .Carman
Administrative Assistant . . . . . .Coats

Financial Manager . . . . . .Hackney
Administrative Assistant . . . . . .Tuttle
Budget Officer . . . . . .McAnlis

Auxiliary Services Supervisor. . . .Goydos
Business Services Officer . . . . . .Kruger

Director of Payroll . . . . . .Vorhees
Business Mgr., Associated Students. . .North

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Attachment